

FRAUD PREVENTION POLICY

Purpose

The purpose of this policy is to establish guidelines for the prevention, detection, and reporting of fraud within Paras Valves Pvt. Ltd. The company is committed to maintaining the highest standards of honesty, integrity, and transparency in all business operations.

Fraudulent activities can damage the company's reputation, financial stability, and relationships with clients and partners. Therefore, the organization adopts a zero-tolerance approach to fraud.

Definition of Fraud

Fraud refers to any intentional act of deception carried out to obtain an unlawful or unfair advantage. Fraud may be committed by employees, contractors, suppliers, or third parties.

Examples of fraud include but are not limited to:

- Misappropriation or theft of company assets
- Falsification of financial statements or records
- Manipulation of invoices or procurement documents
- Unauthorized use of company funds
- Payroll fraud or false expense claims
- Collusion with vendors or customers for personal benefit

Responsibilities

All employees are responsible for:

- Safeguarding company property and financial resources
- Immediately reporting any suspected fraudulent activity
- Cooperating fully with investigations

HOD's are responsible for maintaining proper internal controls and ensuring compliance with company procedures.

Reporting Fraud

Employees who suspect fraud should report it through the appropriate reporting channels such as:

- Human Resources department
- Senior management

All reports will be treated confidentially and investigated promptly.

Investigation Process

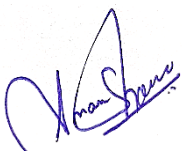
Upon receiving a report of suspected fraud:

1. A formal investigation may be initiated by management.
2. Relevant documentation and evidence will be reviewed.
3. Appropriate corrective and disciplinary actions will be taken.

Disciplinary Action

Employees found guilty of fraud may face disciplinary action including:

- Written warning
- Suspension
- Termination of employment
- Legal proceedings where applicable



Aman Sharma

Managing Director

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